



## DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

**This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.**



## DISCLOSURE QUESTIONNAIRE

Company Name: DIALOG  
Date Submitted: 03/21/2023

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		√
Biodiversity Impacts		√
Chemicals		√
Company Explanation Of Disclosure Item Flags		√
Disclosure Alcohol		√
Disclosure Firearms Weapons		√
Disclosure Mining		√
Disclosure Pornography		√
Disclosure Tobacco		√
Energy and Emissions Intensive Industries		√
Fossil fuels	√	
Gambling		√
Genetically Modified Organisms		√
Illegal Products or Subject to Phase Out		√
Industries at Risk of Human Rights Violations		√
Monoculture Agriculture		√
Nuclear Power or Hazardous Materials		√
Payday, Short Term, or High Interest Lending		√
Water Intensive Industries		√
Tax Advisory Services		√

Supply Chain Disclosures	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones		√
Child or Forced Labor		√
Negative Environmental Impact		√
Negative Social Impact		√
Other		√

Outcomes & Penalties	True	False
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior		√
Breaches of Confidential Information		√
Bribery, Fraud, or Corruption		√
Company Explanation Of Disclosure Item Flags		√
Company has filed for bankruptcy		√
Consumer Protection		√
Financial Reporting, Taxes, Investments, or Loans		√
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		√
Labor Issues		√
Large Scale Land Conversion, Acquisition, or Relocation		√
Litigation or Arbitration	√	
On-Site Fatality		√
Penalties Assessed For Environmental Issues		√
Political Contributions or International Affairs		√
Recalls		√
Significant Layoffs		√
Violation of Indigenous Peoples Rights		√
Other		√

Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing		√
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		√
Company Explanation Of Disclosure Item Flags		√
Company prohibits freedom of association/collective bargaining		√
Company workers are prisoners		√
Conduct Business in Conflict Zones		√
Confirmation of Right to Work		√
Does not transparently report corporate financials to government		√
Employs Individuals on Zero-Hour Contracts		√
Facilities located in sensitive ecosystems		√
ID Cards Withheld or Penalties for Resignation		√
No formal Registration Under Domestic Regulations		√
No signed employment contracts for all workers		√
Overtime For Hourly Workers Is Compulsory		√
Payslips not provided to show wage calculation and deductions		√
Sale of Data		√
Tax Reduction Through Corporate Shells		√
Workers cannot leave site during non-working hours		√
Workers not Provided Clean Drinking Water or Toilets		√
Workers paid below minimum wage		√
Workers Under Bond		√
Other	√	



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

DIALOG

UPDATED AS OF:

03/12/2023

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Litigation and Arbitration
<b>ISSUE DATE</b>	2017 - 2022
<b>TOPIC</b>	Litigation cases in which DIALOG is involved
<b>SUMMARY OF ISSUE</b>	<p>In the past five years from 2018 to 2022, six cases of litigation required settlement by the company with those all being related to professional liability or commercial matters.</p> <p>For the majority of cases, the company was included as a third party or was one of several parties named, and there was no determination of DIALOG's alleged negligence. The cases largely related to design and construction matters. One case involved a subcontractor naming DIALOG in a claim for fees which DIALOG had not yet received from the client.</p>
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	The sum of the company's settlements for these matters amounted to approximately one-tenth of 1% of the company's total revenue on average over the 5 year period.
<b>IMPACT ON STAKEHOLDERS</b>	The cases involved building owners, tenants and subcontractors, who all faced difficulties with the projects.
<b>RESOLUTION</b>	All cases were settled out of court.
<b>MANAGEMENT PRACTICES</b>	Litigation cases are reviewed by the Managing Partner, Governing Council the Risk & Commercial Management team regularly to identify opportunities to improve practices and to avoid projects where the company might have increased exposure to claims by third-parties.
<b>MANAGEMENT COMMENTS</b>	N/A
<b>RELATED INCIDENTS (YES/NO)</b>	Yes, DIALOG currently has 18 other litigation cases involving design and construction that are ongoing, either in discovery phase, mediation or pleadings.



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UPDATED AS OF:

03/12/2023

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Other - Clients in Controversial Industries
<b>TOPIC</b>	Company has clients in the fossil fuel industry
<b>SUMMARY OF ISSUE</b>	DIALOG is an architecture/engineering design practice that provides services to clients in the fossil fuel industry. The company provides services within the scope of Architecture, Electrical, Mechanical, and Structural Engineering, Interior Design, Urban Design planning, Landscape architecture, and Sustainability Consulting.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	The company earned, on average, 2.73% of revenue annually over the past 5 years.
<b>IMPACT ON STAKEHOLDERS</b>	<p>Companies that work with clients in controversial industries can indirectly increase the harmful impact to stakeholders by enabling business growth. Therefore, companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry.</p> <p>B Lab has flagged the involvement of companies with clients in controversial industries as a material issue and new standards will be created to address possible risks related to this matter.</p>
<b>IMPLEMENTER MGT PRACTICES</b>	<ul style="list-style-type: none"> <li>• DIALOG's work is limited to the retail and public-facing components and supporting its clients in their transition to alternative energy sources. DIALOG does not perform services related to industrial process work,</li> <li>• DIALOG maintains a practice of project selection that considers client values and their positive influence on environmental, social, and governance considerations. This is conducted on a weekly basis in all studios for any current pursuits, and projects are assessed against DIALOG's Community Wellbeing Framework to confirm that the company's design of that project for that client can improve the community.</li> <li>• The Community Wellbeing Framework was designed to be an open-ended and self-determined guide for built environment design professionals. It provides easy-to-use approaches to examine design features that contribute to community wellbeing and facilitates decision-making among owners and users of place (the community) to enable the place (the project) to contribute, and continue to contribute throughout its life, to the wellbeing of the community (see more about that on the Report section)</li> </ul>
<b>REPORT</b>	Community Wellbeing Framework: <a href="https://dialogdesign.ca/community-wellbeing-framework/">https://dialogdesign.ca/community-wellbeing-framework/</a>

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<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Clients in the Defense Industry
<b>ISSUE DATE</b>	Ongoing
<b>TOPIC</b>	Company provides products and services to clients in defense sector
<b>SUMMARY OF ISSUE</b>	<p>B Lab has concluded that providing services to the defense sector has inherent potential risk.</p> <p>DIALOG is a design practice that provides services within the scope of Architecture, Electrical, Mechanical, and Structural Engineering for a client in the Defense industry. The company provides similar services to clients in all other industries.</p> <p>The company's business pertains strictly to buildings, and it has no involvement in equipment, machinery, or weapons of war.</p>
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	In 2021, approximately 0.21% of the company's revenue came from the defense sector.
<b>IMPACT ON STAKEHOLDERS</b>	<p>B Lab has concluded that providing services to the defense sector has inherent potential risk; namely ethical implications of these services being used in a way that harms others and/or is misused, a lack of transparency, and other risks pertaining to private sector involvement in activities related to warfare.</p> <p>For more information about B Lab's position on companies providing services in the Defense Sector, access the risk standards available in the Report section below.</p>
<b>IMPLEMENTER MGT PRACTICES</b>	<p>DIALOG has the following policies and practices to manage material sensitive risks associated with providing services to the defense sector:</p> <ul style="list-style-type: none"> <li>• DIALOG will only perform defense work for government clients and specific to buildings and support infrastructure including military housing. The company does not perform services related to equipment, machinery, or weapons,</li> <li>• The company maintains a practice of project selection that considers client values and their positive influence on the environment, society, and governance pillars. This is conducted on a weekly basis in all studios for any current pursuits, and projects are assessed against DIALOG's Community Wellbeing Framework to confirm that the design of that project for that client can provide positive effects to the community. The Community Wellbeing Framework is an evidence-based methodology to design for community well-being. The Framework is the result of a two-year collaborative research initiative between The Conference Board of Canada and DIALOG to study the relationship between the built environment and the well-being of people,</li> <li>• The Association of Professional Engineers and Geoscientists of Alberta (APEGA) and Engineers &amp; Geoscientists British Columbia (EGBC) require all firms practicing engineering to maintain and follow a Professional Practice Management Plan (PPMP). At DIALOG, we have expanded upon this requirement to develop a PPMP that applies to all jurisdictions in which DIALOG practices engineering. All DIALOG Professional Engineers are required to read each annual edition of the PPMP, and it is also provided to them as part of their onboarding process,</li> </ul>



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	<ul style="list-style-type: none"><li>• DIALOG's PPMP covers mandatory principles of ethical conduct, which emphasizes, among other things, that DIALOGers must<ul style="list-style-type: none"><li>- hold paramount the health, safety, and welfare of the public and the environment, and</li><li>- conduct themselves with integrity, honesty, fairness, and objectivity in their professional activities.</li></ul></li><li>• The company has anti-corruption measures within DIALOG, through our firm-wide Code of Conduct and Whistle blower Policy, which allows anonymous reporting of grievances and wrongdoings through a third party.</li></ul>
REPORT	<ul style="list-style-type: none"><li>• B Lab's Risk Standards for Clients in the Defense sector: <a href="https://assets.ctfassets.net/l575jm7617lt/17ibvcf5c1kzYqXby67SCO/642ddb0056f6f7956f5b4256143beb48/B_Lab_Engineering_Services_Defense_Controversial_Industry_Jul_2020.pdf">https://assets.ctfassets.net/l575jm7617lt/17ibvcf5c1kzYqXby67SCO/642ddb0056f6f7956f5b4256143beb48/B_Lab_Engineering_Services_Defense_Controversial_Industry_Jul_2020.pdf</a></li><li>• DIALOG's Community Wellbeing Framework: <a href="https://dialogdesign.ca/community-wellbeing-framework/">https://dialogdesign.ca/community-wellbeing-framework/</a></li></ul>